



TD SYNEX Earned Fourth Consecutive Top Score in 2025-2026 Corporate Equality Index

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TD SYNEX announces its annual rating on the Human Rights Campaign Foundation's assessment of LGBTQ+ workplace equality

FREMONT, Calif. & CLEARWATER, Fla.--(BUSINESS WIRE)-- TD SYNEX (NYSE:SNX), a leading global distributor and solutions aggregator for the IT ecosystem, has received a score of 100 on the Human Rights Campaign (HRC) Foundation's 2026 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace inclusion. TD SYNEX joins the 534 U.S. businesses that will be honored with HRCF's Equality 100 Award as Leaders in LGBTQ+ Workplace Inclusion.

"Earning a top score for the fourth year in a row exemplifies the commitment of our global team to creating a workplace where everyone has equal opportunities and feels respected, valued, and able to lead with authenticity," said Patrick Zammit, CEO of TD SYNEX. "This recognition is a credit to our co-workers worldwide who bring our culture of belonging to life each day."

"Being recognized by the Human Rights Campaign once again is a meaningful moment for our entire organization," said Alim Dhanji, Chief Human Resources Officer at TD SYNEX. "It reflects the intentional work our co-workers do every day to create an environment where everyone feels respected, supported and able to bring their full selves to work. This acknowledgment reinforces that our commitment to LGBTQ+ inclusion is not a one-time achievement, but an ongoing responsibility. We remain focused on building a workplace rooted in equity, belonging, and opportunity for all."

The results of the 2026 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad:

- 98% of CEI-rated companies include sexual orientation and gender identity in their non-discrimination policies.
- 92% of companies provide equivalent family formation benefits for spouses and partners, including adoption, fertility and surrogacy.
- 87% of companies provide comprehensive healthcare coverage for all employees, including transgender employees, for medically necessary care.

The CEI rates employers providing these crucial protections to more than 22 million U.S. workers.

The CEI rates companies on detailed criteria falling under four central pillars:



- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ+ workers and their families
- Supporting an inclusive culture; and,
- Outreach and engagement.

The full report is available online at www.hrc.org/cei.

About TD SYNEX

TD SYNEX (NYSE: SNX) is a leading global distributor and solutions aggregator for the IT ecosystem. We're an innovative partner helping more than 150,000 customers in 100+ countries to maximize the value of technology investments, demonstrate business outcomes and unlock growth opportunities. Headquartered in Clearwater, Florida, and Fremont, California, TD SYNEX's 23,000 co-workers are dedicated to uniting compelling IT products, services and solutions from 2,500+ best-in-class technology vendors. Our edge-to-cloud portfolio is anchored in some of the highest-growth technology segments including cloud, cybersecurity, big data/analytics, AI, IoT, mobility and everything as a service. TD SYNEX is committed to serving customers and communities, and we believe we can have a positive impact on our people and our planet, intentionally acting as a respected corporate citizen. We aspire to be a diverse and inclusive employer of choice for talent across the IT ecosystem. For more information, visit www.TDSYNEX.com or follow us on [LinkedIn](#), [Facebook](#) and [Instagram](#).

Safe Harbor Statement

Statements in this news release that are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934 involve known and unknown risks and uncertainties which may cause the Company's actual results in future periods to be materially different from any future performance that may be suggested in this release. The Company assumes no obligation to update any forward-looking statements contained in this release.

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About the Human Rights Campaign

The Human Rights Campaign (HRC) is the nation's largest LGBTQ+ civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people, with 3.6 million members and supporters. The HRC Foundation (a 501(c)(3)) works to ensure LGBTQ+ people are safe, seen and supported where it matters most: at school, at work and in every community across the country. From the courtroom to the classroom, from Congress to corporate America, HRC and the HRC Foundation build power through partnerships, storytelling, and action—working to create a future rooted in equity, freedom and belonging for all LGBTQ+ people.

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